

LEIGH PLUNKETT TOST

USC Marshall School of Business
701 Exposition Blvd, Hoffman Hall 431
Los Angeles, CA 90089-1424

Email: tost@marshall.usc.edu
Phone: 919-210-7581
Office: Hoffman Hall 436

ACADEMIC POSITIONS

UNIVERSITY OF SOUTHERN CALIFORNIA: MARSHALL SCHOOL OF BUSINESS
Assistant Professor of Management & Organization (summer 2016 to present)

UNIVERSITY OF MICHIGAN: ROSS SCHOOL OF BUSINESS
NBD Bancorp Assistant Professor of Business Administration (2015 to 2016)
Assistant Professor of Management & Organization (May 2012 to 2016)

UNIVERSITY OF WASHINGTON: FOSTER SCHOOL OF BUSINESS
Post Doctoral Research Associate – Center for Leadership and Strategic Thinking (2010 to 2012)
Department of Management & Organization

EDUCATION

DUKE UNIVERSITY
Ph.D. in Business Administration (2010)

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
M.A. in Political Science (2005)

HARVARD UNIVERSITY
B.A. in Anthropology, (1999); *cum laude* in General Studies

PUBLICATIONS

* Schaerer, M., Tost, L. P., Huang, L., Gino, F., & Larrick, R. P. (2018). Advice givers feel the power: The political implications of advice giving. *Personality and Social Psychology Bulletin*, 44, 746-761.

*(Schaerer & Tost sharing first authorship)

Ong, M., Mayer, D. M., Tost, L. P., & Wellman, N. (2018). When corporate social responsibility motivates employee citizenship behavior: The sensitizing role of task significance. *Organizational Behavior and Human Decision Processes*, 144, 44-59.

Deephouse, D., Bundy, J., Tost, L. P., & Suchman, M. (2017). Organizational legitimacy: Six key questions. In Greenwood, R., Oliver, C., Lawrence, T., & Meyer, R. (Eds.). *The SAGE Handbook of Organizational Institutionalism* (2nd Ed.). Thousand Oaks CA: Sage.

- Bauman, C. W., Tost, L. P., & Ong, M. (2016). Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. *Organizational Behavior and Human Decision Processes*, *137*, 123-131.
- Kopelman, S., Hardin, A., Myers, C., & Tost, L. P. (2016). Cooperation in multicultural negotiations: How the cultures of people with low and high power interact. *Journal of Applied Psychology*, *101*, 721-730.
- Tost, L. P. (2015). When, why, and how do powerholders “feel the power”? Examining the links between structural and psychological power and reviving the connection between power and responsibility. *Research in Organizational Behavior*, *35*, 29-56.
- Tost, L. P., Wade-Benzoni, K. A., & Johnson, H. H. (2015). Noblesse oblige emerges (with time): Power motivates intergenerational impact. *Organizational Behavior and Human Decision Processes*, *128*, 61-73.
- Tost, L. P., Gino, F., & Larrick, R. P. (2013). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Journal*, *56*, 1465-1486.
- Rosette, A. S., & Tost, L. P. (2013). Perceiving one’s own privilege: When experiencing disadvantage on one dimension of hierarchy motivates the perception of privilege on another. *Psychological Science*, *24*, 1420-1427.
- Tost, L. P., & Wade-Benzoni, K. A. (2013). Intergenerational beneficence and the success of sustainability initiatives in organizational contexts. In A. Hoffman & P. Bansal (Eds.), *The Oxford Handbook of Business and the Environment*. Oxford, UK: Oxford University Press.
- Wade-Benzoni, K. A., Tost, L. P., Hernandez, M., & Larrick, R. P. (2012). It’s only a matter of time: Death, legacies, and intergenerational decisions. *Psychological Science*, *23*, 704-709.
- Tost, L. P., Gino, F., & Larrick, R. P. (2012). Power, competitiveness, and advice-taking: Why the powerful don’t listen. *Organizational Behavior and Human Decision Processes*, *117*, 53-65.
- Feiler, D., Tost, L. P., & Grant, A. (2012). Mixed reasons, missed givings: The costs of blending egoistic and altruistic reasons in donation requests. *Journal of Experimental Social Psychology*, *48*, 1322-1328.
- Tost, L. P. (2011). An integrative model of legitimacy judgments. *Academy of Management Review*, *36*, 686-710.

Rosette, A. S., & Tost, L. P. (2010). Agentic women and communal leadership: How role prescriptions confer advantage to top women leaders. *Journal of Applied Psychology*, 95, 221-235.

- Lead article

Tost, L. P. & Lind, E. A. (2010). Sounding the alarm: Moving from system justification to system condemnation in the justice judgment process. *Research on Managing Groups and Teams*, 13, 3-27.

Fox, M., Tost, L. P., & Wade-Benzoni, K. A. (2010). The legacy motive: A catalyst for sustainable decision making in organizations. *Business Ethics Quarterly*, 20: 153-185.

Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Personality and Social Psychology Review*, 13, 165-193.

Tenbrunsel, A. E., Wade-Benzoni, K. A., Tost, L. P., Medvec, V. H., Thompson, L., & Bazerman, M. H. (2009). The reality and myth of sacred issues in ideologically-based negotiations. *Negotiation and Conflict Management Research*, 2, 263-284.

Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Research in Personnel and Human Resources Management*, 27, 93-147.

Li, M., Tost, L. P., & Wade-Benzoni, K. A. (2007). The dynamic interaction of context and negotiator effects: A review and commentary on current and emerging areas in negotiation. *International Journal of Conflict Management*, 18, 222-259.

- Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence

PAPERS UNDER REVIEW / WORKING PAPERS

Tost, L. P. & Johnson, H. H. [Title Masked for Blind Review]. Under second review at *Organizational Behavior and Human Decision Processes*.

* Overbeck, J., Tost, L. P., & Wazlawek, A. With great power comes great...morality? Viewing the powerful as ethical. In preparation for submission.

*(Overbeck & Tost sharing first authorship)

ONGOING RESEARCH PROJECTS

Gender, hierarchical ambitions, and discrimination (with F. Gino and A. Hardin). Five studies complete; analyses underway.

Smallets, S. & Tost, L. P. The unintended consequences of organizations' political stances on gender issues. Studies underway.

CONFERENCE PRESENTATIONS, PANELS, AND WORKSHOPS

Tost, L. P. 2018. Panelist for Conflict Management Division Junior Faculty Consortium on “Being Successful Despite Demands, Distractions, and Difficult Situations.” *Academy of Management Annual Conference*.

Tost, L. P. 2018. Panelist for professional development workshop sponsored by OMT: Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.

Tost, L. P. & Johnson, H. H. 2016. An alternative portrait of power: How, when, and why power induces solidarity with others. *Academy of Management Annual Conference*.

Tost, L. P. 2016. Panelist in OB Division professional development workshop, The productivity process: Tips and strategies from prolific junior faculty. *Academy of Management Annual Conference*.

Tost, L. P. 2016. Panelist for professional development workshop sponsored by OMT, MOC, RM Divisions. Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.

Bauman, C. W., Tost, L. P., & Ong, M. 2015. Blame the shepherd not the sheep: Imitating authorities absolves subordinates of moral responsibility. *Academy of Management Annual Conference*.

Kopelman, S., Myers, C., Hardin, A., & Tost, L. P. 2015. Building cross-cultural bridges or burning them? The moderating influence of high power others’ culture in social dilemmas. *International Association for Conflict Management*.

Tost, L. P. & Johnson, H. H. 2015. An alternative portrait of power: How, when, and why power induces solidarity with others. Invited talk at the *New Directions in Leadership Conference* at Duke University.

Tost, L. P., Overbeck, J., & Wazlawek, A. 2014. With great power comes great...morality? Viewing the powerful as ethical. Invited talk at the Arison School of Business (IDC Herzliya, Israel) *Interdisciplinary Conference on Social Hierarchy* (organized by Adam Galinsky and Yaacov Tope).

Hardin, A., & Tost, L.P. 2014. Does climbing the organizational ladder always lead to less compassion? The effects of hierarchy on feelings and expressions of compassion in the workplace. *Academy of Management Annual Conference*.

Ong, M., Mayer, D. M., & Tost, L. P. 2014. Does working for a socially responsible company make employees more or less prosocial? The role of work meaning in reconciling the moral licensing versus consistency debate. *Academy of Management Annual Conference*.

- Tost, L. P. 2014. Panelist for professional development workshop sponsored by OMT, MOC, RM Divisions. Experiments in institutional theory and strategy research. *Academy of Management Annual Conference*.
- Tost, L. P., Gino, F., & Larrick, R. P. 2013. Sharing advice and feeling powerful: The mutually reinforcing effects of power and advice giving. *Academy of Management Annual Conference*.
- Overbeck, J., Tost, L. P., & Wazlawek, A. 2013. When transparency doesn't matter: Viewing the powerful as moral role models. *Academy of Management Annual Conference*.
- Tost, L. P., & Johnson, H. H. (2012). The impact of power on task and relational leadership behavior: The mediating role of leaders' legitimacy judgments. *Academy of Management Annual Conference*.
- Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2012). Out with the old and in with the new? Social identification moderates reactions to new procedures. *Academy of Management Annual Conference*.
- Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Academy of Management Annual Conference*.
- Tost, L. P., Gino, F. & Larrick, R. P. (2012). The perils of letting power go to your head: The negative impact of formal leader power on team communications and performance. *Wharton Leadership Conference*.
- Tost, L. P., Gino, F., & Larrick, R. P. (2011). When power makes others speechless: The negative impact of leader power on team performance. *Academy of Management Annual Conference*.
- Tost, L. P., Blader, S. L., & Wade-Benzoni, K. A. (2010). A tale of two theories: Integrating the uncertainty management and group value models of justice. *International Roundtable on Innovations in Organizational Justice Research*.
- Tost, L. P., Gino, F., & Larrick, R. P. (2010). Power, competitiveness, and advice-taking: Why the powerful don't listen. *Behavioral Decision Research in Management Conference* (presentation by Larrick).
- Overbeck, J., Tost, L. P., & Wazlawek, A. (2010). I know what's best for you (and everyone): Power, self-centered reasoning, and the cost of not "grappling". *Society for Personality and Social Psychology Annual Conference* (presentation by Overbeck).
- Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2009). A tale of two theories: Integrating the uncertainty management and group value models of justice. *Academy of Management Annual Conference*.
- **Included in the Best Paper Proceedings.**

Tost, L. P., & Wade-Benzoni, K. A. (2009). The psychology of environmental decision making. *Academy of Management Annual Conference*.

- This panel was selected to be featured as a podcast on the Academy of Management website.

Wade-Benzoni, K. A., & Tost, L. P. (2009). The egoism and altruism of intergenerational behavior. *Academy of Management Annual Conference*.

Tost, L.P., & Lind, E. A. (2009). Justice perceptions and support for social change. *13th Annual Conference on Research on Managing Groups and Teams*.

Tost, L. P., & Wade-Benzoni, K. A. (2008) Organizers: Symposium on Power, Social Responsibility, and Ethics. *Academy of Management Annual Conference*.

Wade-Benzoni, K. A., & Tost, L. P. (2008). Power and social responsibility in intergenerational decision making. *Academy of Management Annual Conference*.

Overbeck, J. R., Tost, L. P., & Wazlawek, A. (2008). Power/corruption. *Academy of Management Annual Conference*.

Tost, L. P., Blader, S., & Wade-Benzoni, K. A. (2008). Group identification, fairness, and resistance to change. *Academy of Management Annual Conference*.

Tost, L. P., Hernandez, M., & Wade-Benzoni, K. A. (2008). Pushing the boundaries: A review and extension of the psychological dynamics of intergenerational conflict in organizational contexts. *Academy of Management Annual Conference*.

Rosette, A. S., & Tost, L. P. (2007). Denying white privilege: Perceptions of race-based advantages as social norms. *Academy of Management Annual Conference*.

- **Included in the Best Paper Proceedings.**

Rosette, A. S., Tost, L. P., & Phillips, K. (2007). Communal women and agentic leadership: The reconciliation of two opposing stereotypes. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., Hernandez, M., & Sitkin, S. B. (2007). Competitive rivalries above the glass ceiling: Triggers for negative biases among top women leaders. *Academy of Management Annual Conference*.

Rosette, A. S., Tost, L. P., & Phillips, K. (2006). Leadership subtype activation: Favorable evaluations of women leaders in chief positions. *Academy of Management Annual Conference*.

- **Included in Best Paper Proceedings, nominated for Best Paper Award in the Careers Division.**

INVITED TALKS

Carnegie Mellon University, Center for Behavioral and Decision Research
University of Southern California, Department of Psychology
University of Southern California, Marshall School of Business
Stanford Graduate School of Business, Organizational Behavior Group
University of California at Los Angeles, Luskin School of Public Affairs
University of California at Los Angeles, Anderson School of Management
Michigan State University, Organizational Psychology Colloquia
University of Michigan, Ross School of Business, Hosmer Seminar Series
University of Arizona, Eller College of Management
Rice University, Jesse H. Jones Graduate School of Business
Harvard University, Harvard Business School, Organizational Behavior Area
University of Michigan, Ross School of Business
University of Washington, Department of Management & Organization
Georgetown University, McDonough School of Business
London School of Business, Organisational Behaviour Area
University of North Carolina, Organizational Behavior Area
University of Western Ontario, Richard Ivey School of Business
New York University, Stern School of Business
George Mason University, School of Management
Southern Methodist University, Cox School of Business

HONORS AND AWARDS

Best Reviewer Award, *Academy of Management Review*, 2017
Best Reviewer Award, *Academy of Management Journal*, 2016
NBD Bancorp Chaired Assistant Professorship Research Award, Ross School of Business, 2015.
Best Reviewer Award, *Academy of Management Journal*, 2014
Best Paper Proceedings (Tost, Blader, & Wade-Benzoni), Academy of Management, 2009.
Highly Commended Paper, Emerald Literati Network 2008 Awards for Excellence (Li, Tost, & Wade-Benzoni)
Best Paper Proceedings (Rosette & Tost), Academy of Management, 2007.
Best Paper Proceedings (Rosette, Tost, & Phillips), Academy of Management, 2006.
Fuqua School of Business Graduate Fellowship, 2005 through 2010.
University of North Carolina Graduate School Fellowship, 2003 through 2005.
University of North Carolina Graduate School Global Studies Fellowship, 2003 through 2004.
John Harvard Scholarship for Academic Achievement, 1995 through 1999.

MEDIA MENTIONS

Harvard Business Review (January-February 2017) on power and leadership research with Francesca Gino and Rick Larrick.
Scientific American (January 2017) on power and leadership research with Francesca Gino and Rick Larrick.
Harvard Business Review (July-August 2016) on social inequality research with Ashleigh Rosette.

Fast Company (March 2016) on intergenerational research with Kim Wade-Benzoni and Morela Hernandez.

New York Times (September 2015) on research on advice taking with Francesca Gino and Rick Larrick.

Business Insider (July 2015) on intergenerational research with Kim Wade-Benzoni and Morela Hernandez.

Harvard Business Review (March 2014 issue) summarized findings from my research with Francesca Gino and Rick Larrick on power and leadership.

Financial Times, Washington Post, Forbes, Market Watch, Fox Business News, October – November 2013, discussing research with Francesca Gino and Rick Larrick on power and leadership.

Time.com, July 2012, discusses research on legacies and intergenerational allocations.

CNN Money, Financial Times Online, April 2011, discusses research with Francesca Gino and Rick Larrick on power and team leadership.

Harvard Business Review Blog, Financial Times, Daily Mail, Fall 2010, discusses work with Ashleigh Rosette on perceptions of top women leaders.

New York Times, July 2010, discusses work with Jennifer Overbeck and Abbie Wazlawek on the effect of leader power on evaluations of the leader's ethical behavior.

TEACHING EXPERIENCE

University of Southern California, Marshall School of Business

- Research Methods in Organizational Behavior (MOR 605, doctoral course), Spring 2019 (median instructor rating: tbd)

University of Southern California, Marshall School of Business

- Organizational Behavior & Leadership (BUAD 304, undergraduate core course), Fall 2016 (median instructor rating: 5/5)

University of Michigan, Ross School of Business

- Leading People & Organizations (MO 503, Daytime MBA core course)
 - Fall 2014, 2015 (median instructor rating: 4/5)
- Bargaining and Influence Skills: Negotiation Strategy in a Global Economy (MO 512)
 - Winter 2014 (median instructor rating: 5/5)
- Behavioral Theory in Management (MO 300, Undergraduate Core Course)
 - Fall 2012 (median instructor rating: 5/5)

Duke University: Markets and Management Undergraduate Certificate Program

- Managerial Effectiveness (core Organizational Behavior course with Negotiations emphasis), Summer 2008 (median instructor rating: 5/5)

University of Arkansas

- American National Government (Fall 2002, Spring 2003)

PROFESSIONAL SERVICE

Dissertation Committees:

- Stephanie Smallets, Dissertation Chair (University of Southern California, Marshall School of Business: Management & Organizations; 2020)
- Roshni Raveendhran, committee member (University of Southern California, Marshall School of Business: Management & Organizations; 2018)
- Ashley Hardin, Dissertation Co-Chair with Jane Dutton (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Madeline Ong, committee member (University of Michigan, Ross School of Business: Management & Organizations; 2017)
- Jenny Olson, committee member (University of Michigan, Ross School of Business: Marketing; 2015)

Service at the University of Southern California:

- OB recruiting committee, 2018-2019
- Visiting speaker for Women in Management group, 2018.
- Member of Mindy Truong's Qualifying Exam Committee, 2018
- Peer teaching evaluation committee, 2018.
- Committee for redesign of the undergraduate organizational behavior and leadership core class (BUAD 304), 2017-2018.
- Panelist, MPower (Marshall Panels on Women's Experiences in Research) session on work/life balance, 2017.
- Panelist for MOR Doctoral student professional development workshops, 2017, 2018
- MOR OB Subject Pool Coordinator, 2016-2019
- MOR Distinguished Speaker Series Committee, 2016-2018
- Member of Stephanie Smallet's Qualifying Exam Committee, 2016

Service at the University of Michigan:

- M&O Post Doctoral Associate recruiting committee 2016
- Faculty advisor for the Sanger Center Ross Leaders Academy 2015-2016
- Coordinator of the M&O brown bag series, 2014-2016
- Taught an informal class on theory development for doctoral students, 2015
- Ross Leadership Initiative (RLI) MBA Impact Challenge Facilitator, August 2014, 2015
- Business Case Competition Coach, Ross MBAs, Fall 2014
- Management & Organizations Fun Committee member; collaborated to plan the M&O area's 2014 Annual Retreat
- Co-taught an informal class on experiments for doctoral students, 2012-2014
- Invited speaker at the Hosmer Research Luncheon Series, February 2013
- Doctoral Recruiting Committee for Management & Organizations Area, 2012-2013
- Reader for Organizational Studies Senior Honors Thesis, 2013
- Invited speaker for UM Librarian's Forum, October 2012
- Ross Leadership Initiative (RLI) MBA Orientation Facilitator, August 2012

Doctoral Student Advising at the University of Washington:

- Hana Johnson
- Fong Keng

Service within the Academy of Management:

- Chair, Organizational Behavior Division Best Paper Award Committee (2019)
- Organizational Behavior Division Best Paper Award Committee (2018)
- Organizational Behavior Division Best Paper Award Committee (2017)
- Organizational Behavior Division Best Symposium Award Committee (2015)
- Reviewer for Organizational Behavior Division (multiple years)
- Reviewer for Conflict Management Division (multiple years)
- Reviewer for Organization and Management Theory Division (multiple years)
- Facilitator or facilitator for multiple Professional Development Workshops on topics such as “Experiments in Institutional Theory and Strategy Research” and “The productivity process: Tips and strategies from prolific junior faculty” (multiple years)

Editorial Boards: Academy of Management Journal, Academy of Management Review, Organizational Behavior and Human Decision Processes

Ad-hoc Reviewer: Academy of Management Annual Conference (various divisions), Administrative Science Quarterly, European Journal of Social Psychology, International Public Management Journal, Journal of Applied Psychology, Journal of Experimental Social Psychology, Human Relations, Leadership Quarterly, Management Science, Organization Studies, Sex Roles

PROFESSIONAL AFFILIATIONS

Member of Academy of Management (since 2006)
Member of Association for Psychological Science (since 2011)
Member of Society for Personality and Social Psychology (since 2012)